



County of Los Angeles CHIEF EXECUTIVE OFFICE

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October 23, 2012

To: Supervisor Zev Yaroslavsky, Chairman
Supervisor Gloria Molina
Supervisor Mark Ridley-Thomas
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

DEPARTMENT OF PROBATION REQUEST TO APPOINT DON L. MEYER TO THE POSITION OF CHIEF DEPUTY PROBATION OFFICER (UNCLASSIFIED)

The Department of Probation with the support of the Chief Executive Office requests approval to appoint Don L. Meyer to the position of Chief Deputy Probation Officer (UC), at an annual salary of \$204,000 with a reimbursement of up to \$10,000 for reasonable actual costs of relocating his family and personal residence. The salary placement for Mr. Meyer onto Management Appraisal and Performance Plan (MAPP) Tier I Salary Range R18, the Board-approved range for this classification, is above the control point of this salary range and in line with Mr. Meyer's extensive experience, technical expertise, and the role and responsibilities he will be assuming in this position.

This request is based on the Probation Department's October 1, 2012 memo to your Board describing the Department's vision for leading cultural change. Chief Powers illustrated the need for structural change which included dividing the current Chief Deputy Probation Officer (UC) position into two Assistant Chief Probation Officer positions. Given the size and complexity of the Probation Department's operations and past management and program challenges and deficiencies, the establishment of two Chief Deputies is expected to strengthen overall oversight, enhance performance, increase accountability, and long-term, effect necessary cultural change. These two positions will build the internal career ladder and contribute to future succession planning and recruitment efforts. In addition, the new district-concept structure and the two top positions will provide for a more reasonable span of control.

"To Enrich Lives Through Effective And Caring Service"

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As one of two Chief Deputy Probation Officer (UC) positions, Mr. Meyer will be responsible for the oversight of day-to-day operations of Juvenile Institutions (Camps and Halls), Juvenile Placement, Education Reform, and Quality Assurance (including Department of Justice matters). These functions are performed by approximately 3,120 (48%) budgeted positions of the Department's 6,520 total budgeted positions.

Mr. Meyer has 46 years of experience working in field of corrections including nine years of experience working as the Chief Probation Officer for three different counties: Calaveras, Yolo, and Sacramento. Since 2009, Mr. Meyer has been working as the Chief Probation Officer for Sacramento County and is responsible for 600 staff members. In his time as the Chief Probation Officer for Sacramento County, Mr. Meyer managed the Probation Department during a time of severe budget reductions of almost \$58 million dollars that led to consolidating divisions, downsizing, major staff layoffs as well as closure of an institution. In addition, Mr. Meyer inherited a consent decree with the Prison Law Officer that included over 100 items including use of force, overcrowding, conditions of confinement, and overuse of room confinement. In less than three years, almost all of the decree items have been addressed and as a result, the County of Sacramento received the Barbara Allen-Hagen Award from the Council of Juvenile Corrections Administrators for facilities providing a safe environment for youths and staff.

Mr. Meyer's career started with the County of Sacramento back in 1966 as a Counselor at the Juvenile Hall and Boy's Ranch. After receiving a Bachelor's Degree in Accounting and a Master's Degree in Correctional Counseling, Mr. Meyer moved up the ranks holding the titles of Deputy Probation Officer, Senior Deputy Probation Officer, Supervising Probation Officer, Assistant Chief Deputy Probation Officer, and finally Chief Deputy Probation Officer. In 2003, Mr. Meyer left the County of Sacramento to become the Chief Probation Officer for Calaveras County and head of a department that included 16 staff members. In 2005, Mr. Meyer left Calaveras County to be the Chief Probation Officer for Yolo County and head a staff of 150 people before going back to Sacramento County in 2009.

In accordance with the policy on managerial appointments, unless otherwise instructed by your Board by November 6, 2012, the Chief Executive Office will advise the Department of Probation that authorization has been granted to approve:

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- Mr. Meyer's annual base salary of \$204,000,
- reimbursement of up to \$10,000 for reasonable actual costs of relocating his family and personal residence.

If you have any questions, please contact me, or your staff may contact Steve Masterson at (213) 974-8481.

WTF:BC:EFS
SJM:AP:ra

c: Executive Office, Board of Supervisors
County Counsel
Human Resources
Probation